

The Coyotelog

AF Outstanding Unit - 2000, 1985, 1979

The Monthly Newsletter of the 190th Air Refueling Wing

Vol. 47, No. 3 December 2004

Capstone Brings Coyotes to New Lands

By Lt. Col Chris Stratmann
190th Mission Support Group

A Kansas Air National Guard tanker recently traveled to several locations not normally traversed by military aircraft. From October 15th to 30th a 190th KC-135 visited six countries in support of a Higher Headquarters-directed Capstone mission. Capstone is a professional military education course for general and flag officer selectees. The course focuses on joint doctrine and Joint Operational Art and often includes world-wide travel to allow participants the opportunity to interact with Combatant Commanders. This particular mission took the group to Eastern Europe.

Because of both the high-profile passengers and unusual locations visited, the mission required extensive planning and coordination as well as an atypically large crew. The aircrew was augmented with both an extra pilot and extra boom operator and five maintenance personnel were required to ensure that the airplane remained in top condition. This was made especially difficult due to the fact that the majority of the stops were at locations with no military support. In addition, aircraft security was provided by a six-man Raven team from the 184th ARW Kansas Air National Guard. An additional position titled "Mission

Commander" was included to act as a liaison between the crew and passengers and assist in solving mission problems along the way.

The passengers were picked up at Andrews AFB on October 16th and the first European stop was Mildenhall AB, U.K.. After that, the aircraft continued on to Moscow, Russia. Three days in Moscow gave the crew plenty of time to catch the highlights of the Russian capital and former seat of Communist power.

Crew members commented on how strange it was to walk across the same cobblestoned Red Square where Soviet ballistic missiles were paraded not so long ago. Searching for old Soviet military items proved popular for everyone too, especially the traditional fur hat complete with hammer and sickle emblem. Despite this, everyone found Moscow also had a lot to offer unrelated to its Communist past.

After Moscow the mission continued on to Ljubljana, Slovenia. This was certainly the most beautiful location visited during the two week trip. Located at the base of the Alps,



190th members in Moscow's Red Square
(photo submitted)

this nation was once part of the former Yugoslav Republic. Everyone was pleasantly surprised with the mixture of modern infrastructure and traditional architecture nestled in green valleys and surrounded by towering peaks. A day trip from Ljubljana to Bled, Slovenia provided the crew the opportunity to take some amazing pictures of the castle, lake and church-topped island located there.

Three days in Prague, Czech Republic were next. Prague is a modern city of 1.2 million people. The city is a popular European travel

[See "Capstone" - Page 2](#)

Commander's
Comments - Page 2

Effective Performance
Feedback - Page 3

Air Guard
Mentoring - Page 4

Commander's Message: Stay Focused!

By Col. Gregg Burden
190th ARW Commander

As we enter the 2004 holiday season I wanted to take a few minutes to reflect back on where we have been and where I think we are going. This unit has a lot to be proud of and we continue to prove day after day why we are known as "The Standard of Excellence."

When you think about what we have accomplished over the past 12 months it is amazing. We deployed to Turkey for our AEF rotation and while in country received an E-ORI inspection on our maintenance, operations, and redeployment functions. All passed with flying colors. A few months later the 190th deployed over 170 people to Alpena, MI for our IGX inspection in which 35 areas were inspected with zero unsatisfactory ratings. Seven areas received excellent ratings. Then a few months after that Forbes Field hosted the Aircrew Standardization Evaluation (ASEV) inspection team whose job was to inspect the flying operations. The Ops folks did very well on the ASEV and are now focused on to their next inspection which is scheduled for March 2005. I mention all of what we

have done to illustrate how successful we can be when this unit decides to do something.

It is important that we keep that same focus as we spend the next few months preparing for the final phase of our "Year of Inspections" – the Unit Compliance Inspection (UCI), the Health Services Inspection and the TSART/8044 inspection all of which take place during the month of March.

There is no doubt in my mind that we have the people, the knowledge, the experience, and the wherewithal to complete this final round of inspections at the level that the 190th has grown accustomed to being – at the level of excellence.

While this inspection cycle is a major focus of the 190th for the next few months, it is also important to not forget the real reason we celebrate the holiday season. Please take the time out of your busy schedule to enjoy the holiday season with family and friends. I also ask that we all take the time to remember and pray for the deployed men and women of our armed forces who are upholding the rights and freedoms of our country.

Thank you for your continued support and dedication to our great



Colonel Gregg Burden
190th ARW Commander

organization. With your help there is no doubt that our unit will have a very bright future.

I ask each of you to not forget about safety this holiday season. Winter weather combined with holiday festivities can sometimes spell trouble. Please ensure that you utilize designated drivers if you plan to consume alcohol and always be aware of the hazards of winter driving in Kansas. Have a very safe and joyous holiday season!

Capstone-continued...

destination steep in history. The most visited historical site is probably the sprawling Prague Castle which overlooks the city. The largest ancient castle in the world houses an impressive Gothic cathedral as well as the seat of Czech government. The city is also bustling with an abundance of cultural and entertainment events. On one night some of the crew took in a performance of the Prague City Orchestra.

Before returning home the mission included visits to the US and KFOR

Headquarters in Pristina, Kosovo and the NATO and SHAPE (Supreme Headquarters Allied Powers Europe) in Brussels, Belgium.

The entire trip was supported by an armed Raven team from McConnell AFB. The team provided extra aircraft security support and often went well beyond their normal duties to help whenever they could.

The mission was completed without a single hitch or delay. The aircrew handled several potential arrival and departure problems with profes-

sionalism, the boom operators worked a complex cargo and luggage system with skill and diligence and the proficiency of the maintenance personnel made the task of flying a 45 year-old airplane around the world look easy to our guests. As the generals exited Ol' Lighting (aircraft 0005) for the final time, they all commented on how nice the airplane was and how well it and the crew had performed. Their appreciation was illustrated by a presentation from two of the generals of coins to the entire crew.

Everyone's responsible for effective performance feedback

By Chief Master Sgt. Paul Wirtz
190th Maintenance Operations Flt.

Recently the Air National Guard published a new Instruction, **ANGI 36-2627 Airmen and NCO Performance Feedback System (PFS)**. The program has been designed to fill a performance feedback void in that all Officers and Enlisted AGR members annually receive such feedback in the form of OPR's and EPR's. The new report should not to be confused with the "Green Foldered" career counseling program coordinated by your Unit Career Advisor which is separate and distinct from a performance report. The 190th has implemented the PFS program in many workcenters and soon will require all organizations employ it.

A direct quote from the Instruction clearly states the goals of the system...

"Feedback is a form of communication that should explain duty performance requirements and responsibilities, establish expectations, and tell the ratee if they are performing as expected. Feedback is essential in the growth of our subordinates, no matter what the rank. Formal feedback does not take the place of informal daily conversation on how the individual is performing. Formal feedback should ask and answer the following questions:

How you are doing ?
(Performance)

Where do you need to be?
(Expectations)

How we are going to get you there?
(Career development plan)....."

From the book, **Coaching for Improved Performance**, it is noted that an estimated 50 percent of all performance problems are a result of a lack of feedback. One of the most important responsibilities a leader has is to communicate expectations to subordinates and let them know how well they measure up.

Why? Most people do not join the Air National Guard with the intention of doing poorly, doing just enough to get by, or intentionally disregarding the standards that govern all our members. It is imperative that we all are frequently given performance feedback from our supervisor, team leader or commander. The ramifications of not providing feedback can be as serious as not achieving our Wing, Team and personal missions.

What if we lived in a world without maps? Imagine you had to make a trip from Topeka, Kan, to Sumter, SC, and you weren't allowed to ask anyone for directions or get any feedback on your journey as to where you were along the way. Could you do it? Possibly, but isn't there a better way? Or...When you become ill and visit the doctor, what would be your reaction if the doctor walked into the room, examined you, asked no questions, provided you no feedback on your condition and then exited the room? Could you make the needed changes to improve your health?

These two situations may sound extreme, but they directly parallel the effect of not providing feedback. Without feedback our people can wander aimlessly and stab blindly at what they think is expected of them or what they envision to be important. We hamper an individual's ability to attain success when we fail to provide meaningful feedback on their performance.

A lot of the responsibility is placed squarely on the shoulders of the supervisor in providing feedback, but subordinates have a vital role in the process as well. They have the responsibility to know when their formal feedback session is due and to request feedback on their performance whenever they feel it is needed. Many think everything must be going well if their supervisor does not give them feedback. This is unfortunately not true and

is the main reason the ANGI directs an annual feedback session as a minimum.

The bottom line is the Air National Guard wants its members to have the ability to "aim high" or to self-actualize into the best leaders possible. Although, the ratee's role is important, the lion's share of the charge in the process is placed directly on the rater.

The Air National Guard has entrusted this huge responsibility on the rater because they are the senior members who should have the experience and training to guide, mentor, and train our junior members to allow them to become our leaders of tomorrow.

All raters are charged with preparing, scheduling, and conducting feedback sessions in accordance with applicable guidelines in the ANGI. Raters must stay aware of standards and expectations and consider them when providing feedback to personnel.

It all starts with the initial feedback session where these standards and expectations are laid out to the ratee. The initial feedback and corresponding performance feedback worksheet provided to the ratee becomes the "yardstick" for the remainder of the reporting period.

During follow-up sessions the initial Performance Feedback Worksheet (PFW), will serve as a reminder, to allow the ratee to compare initial expectations from the beginning of the reporting period to their performance throughout the period.

Providing realistic feedback (one on one discussion with the ratee) backed with written comments on the PFW helps the ratee improve performance and allows them to excel. There should never be any surprises to the ratee at the end of the reporting period when they receive their enlisted performance report.

The ANGI is available on the 190th Intranet under the Publications tab.

190th events caught on film



Coyote Bowlers raise funds for Jr. Achievement

Six teams from the 190th ARW participated in the Junior Achievement Bowl-a Thon on October 15th. The Kansas Air National Guard raised almost \$2400 this year to benefit Junior Achievement. (photo submitted)



The Kansas Guard ~ One Team

Army National Guardsman SSG Antonio Talbert (standing behind counter) and Air National Guardsman Airman 1st Class Sarah Mendez (sitting behind counter) assists Army National Guardsman SPC Michael Brent with an ID Card. (photo submitted)

Airman Development

Mission Driven Mentoring

By Senior Master Sgt. Phil Mahan
190th Human Resource Advisor

Mission Driven Mentoring (MDM) is being developed by the Air National Guard. In a previous *Coyote Log* article, I shared that the mentoring effort is in the process of becoming a reality for us.

What does it mean to me? Why should I be concerned about knowing anything about it? These are two questions I hear. The Secretary of the Air Force and General Jumper are two reasons I would offer officially as to why you may want to take notice of this program. Mission-Driven Mentoring was activated on 15 July 2004 through AFI 36-34.

Two web sites can help give you updates on this program; they can also offer a plethora of other information relevant to us. Those web sites are the Air Force Portal and Air National Guard Diversity Website at my.af.mil

for the Air Force Portal and the other is www.angdiversity.org.

As the Wing Human Resource Advisor for the 190th I will be coordinator for this program. I will train those willing to be mentors. You can anticipate communication coming from your sections' supervisors as we proceed into the mentoring process. Following is a concise snap shot of some of the key points in the mentoring program.

There are sixteen leadership competencies set at three leadership levels. The three levels of leadership are "Tactical," "Operational," and "Strategic." At another level these are viewed through the three levels of "Personal," "People/Team," and "Institutional." This brief look at mentoring should get the attention of all of us. It is through this process that we fulfill the mission and will excel at what we do.

What does it mean to me? – It means that you have the personal

traits needed to work with other people and bring the "institution" to fruition or "SUCCESS." If one of us succeeds, then we all succeed. With all that is going on in our contemporary military world, it will help our organization's future as well as our own individual future. The same holds true for "why" it should concern you. Your commander has spoken of addressing these same points. We have excellent leadership and now it is more important than ever to "bring along" the airmen and junior supervisors so that the Institution is successful.

I am excited about the new mentoring program that is due to roll out in January 2005. I plan to be a formal mentor, having assisted some of you along the path in the past. There will be more to share, which will be passed on to everyone.

10 Steps to Carbon Monoxide Safety

Submitted by Master Sgt. Dan Fox
190th Safety Office

Carbon monoxide poisoning is a subject that people know very little about. Not only can it kill you, it can cause permanent Neurological Damage in the longer term. In the short term, it can make you feel ill and inhibit your life potential. "You can't see it, smell it or taste it"

Here's what to do to protect yourself. Please read all of the 10 steps to the end, it may be that the following five minutes could save your life, or the life of someone else.

1. Check the flame color of your appliances; if its orange you do have a problem. However, Blue does not necessarily mean its safe. Get your appliances checked annually and get a detector if unsure.

2. Check the flue, is it blocked? Do you have creeping plants growing up your walls? Do you have birds nesting in your flue? Completely remove these obstructions from the flue area and fit a guard to stop any birds nesting. Get your flue checked! Is it drawing properly? Was it fitted correctly in the first place?

3. Do you have a horizontal gas grill? They can be particularly hazardous. Is yours working correctly? Older appliances can be problematic, use the electric toaster instead. Get your cooker checked.

4. Is there adequate ventilation? If the appliances in your home do not have enough air they will produce carbon monoxide

5. When were your appliances last checked? Do it every year don't leave it to chance. Remember the

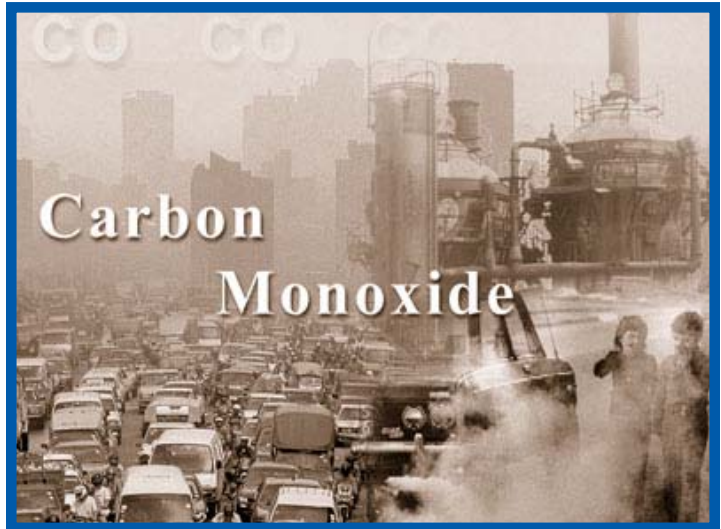
engineer can only check the conditions on the day that he attends, get protection year round, fit a CO detector with a low level alarm.

6. Do you suffer from unexplained illnesses, Fatigue, Muscle pains, Upset stomach, Lethargy, Dizziness, Headaches? Go to your doctor and get a CohB test, go directly from your house, don't go elsewhere as the CO in your blood will deplete and may not be picked up.

7. Are you a tenant? Do you have a safety certificate? Does your landlord annually check the appliances in your accommodation? (He must do this by Law). Has your landlord fitted a CO Detector?

8. Are you a landlord? Have you been carrying out statutory checks? Even if you have you may be liable if one of your tenants becomes ill or worse dies. Fit a detector for your own and your tenant's piece of mind. As a Landlord, you have to show due diligence. If you are found guilty of neglect you may be fined or even sent to prison.

9. We all feel better on holiday. If you feel especially invigorated it may be that you have been removed from the source of the poison. If your health goes into decline on your return it may be that it's not just post holiday blues, you may be suffering the ill effects from being poisoned from carbon monoxide.



10. The most important thing that you can do to protect yourself and your family from the dangers of carbon monoxide poisoning is to get a carbon monoxide detector alarm with a low level indicator.

Top Tips on Carbon Monoxide Detectors:

* Carbon monoxide detectors DO NOT function as smoke detectors

* Smoke detectors DO NOT WORK as carbon monoxide detectors.

* Follow manufacturer's recommendations for placement in your home.

* Treat all activations as real, and get the activation checked out by a professional

* Evacuate everyone from your home immediately, leaving the door open for ventilation

* Notify the fire service from a neighbor's home.

* Test CO detectors at least once a month, following the manufacturer's instructions.

* Replace CO detectors and batteries according to the manufacturer's instructions. (every five years normally)

Information courtesy of: <http://www.carbonmonoxidekills.com/>

Senior Airman Ryan L. Collins



Organization: 190th Communications Flight

Job Title: Communications-Computer Systems Operator

Main Responsibilities: Communications Flight Help Desk, configuring new computers, assisting with the deployment of the Wing's electronic publications to a web-based application, assisting with the design of the UCI web page, and network administration.

Civilian Career: Student

Education: Sophomore at Washburn University

Military Experience: 1 year, 190th ARW

Goals and Ambitions: After graduating from Washburn University with my bachelor's degree in Computer Science, I would like to go on to get my masters degree in that same field. I would like to get a job as a network administrator and have even thought about maybe becoming an officer out here at the 190th.

Hobbies and Activities: I enjoy working with computers very much and like spending time learning more about them seeing as they are always changing. I am, also, very involved in music and enjoy spending much of my time playing my guitar and drums.

Most Memorable 190th Moment: I got to attend the ANG C4 conference in Nashville, Tennessee with the other members of the Communications Flight this past October.

Coyote Heritage

Beginning of a Winning Tradition



In what was to become the first of many firsts, Lt. Col. Carl Boggs congratulates Lt. Comstock, Lt. Crist, Tsgt Land, and SSgt Walker on winning the photo recon competition among the squadrons that made up the 123rd Photo-Reconnaissance Wing. The competition consisted of planning a flying mission with photo recon, flying the mission, unloading the film, processing the film, and getting it to Intel for analysis. This competition was the earliest known win for the 117th.

In those days, the 117th was a stand-alone squadron with everything they needed to fly their mission. The 117th and two or three other squadrons reported to a separate Wing HQ. On 14 October 1962, the 117th would become part of the 190th Tactical Reconnaissance Group. The flying squadron within the 190th would retain the 117th designation.

Find out more about the 190th's history at the Historian's Intranet site (find it under the Wing HQ menu) or on the 190th's Internet site at www.kansascoyotes.com.

Promotions

SRA

Darrin H. Jones, SFS
Jessica L. Lacore, SFS
Casey B. Peavler, Medical
Charles R. Sherman, Maint
Ryan D. Williams, Maint



MSgt

Susan D. Ahlstedt, Comm
Jeff D. Appenfeller, Maint
William S. Mick, Medical
Mark A. Sabes, LRS
Tracy A. Vanstory, Ops
Carolyn K. Wilson, 190 ARW



SSgt

Derek M. Craig, Maint
Sherry L. Fincham, Services
Anthony G. Harbour, LRS
Eric J. Hodges, SFS
Grayden D. Tressler, Maint



SMSgt

Douglas H. Billig, LRS
Jay D. Pine, LRS



TSgt

Meghan E. Dickinson, 127th
Glen L. Kanagy, Maint
Stephen A. Mertel, Maint
Randall A. Slocum, CES
Thomas Vandersluis, CES



Capt

Matthew L. Bayes, 117 ARS
Diane L. Bellquist, JAG
Erik D. Epperson, 190 OSF
Rufus L. Forrest III, 117 ARS
Chris R. Hill, 190 ARW
Trenton D. Shepherd, 190 MXG



Maj

Brent L. Salmans, 117 ARS
Michelle A. Sweeney, MXG



Retirements

MSgt Karen Green, MDG
Retirement Date: 1 October 2004
MSgt Robert E. Wilburn, CES
Retirement Date: 3 October 2004
TSgt Webster J. Brown, MDG
Retirement Date: 1 October 2004
TSgt Rebecca H. Mills, LRS
Retirement Date: 3 October 2004

Enlistments

SSgt Carolyn R. Kolbeck, LRS
Enlistment Date: 6 Oct 04
SSgt James McIntosh, LRS
Enlistment Date: 2 Oct 04
SrA Joseph Embrey, MXS
Enlistment Date: 2 Oct 04
A1C Stacey Karnes, MOF
Enlistment Date: 4 Oct 04

Maintenance Group Top Achievers

Jeffrey Christen: 90 percent (CDC 2A551)
Jerrid Clark: 92 percent (CDC 2A675)
Thayne Heusi: 90 percent (CDC 2AX7X)

MXG FY '04 Results:
47 tested Mandatory CDCs
83.95% Average Score
97% CDC pass rate

FYI

Coyote Den Seeking New Members



The Coyote Den Board of Directors is currently soliciting new members for its organization (open to full-time and traditional guardsmen). The organization is responsible for all selling and procurement of items with the Kansas Coyote logo on it. Interested parties should submit their name to Senior Master Sgt. Lee Perry or Lt. Col Tony DeJesus. Elections for positions will be in January 2005.

190th ARW Officer Vacancy

The 127th ARW has a Traditional Weather Officer vacancy, AFSC 15W1. It is mandatory for entry into this AFSC to have completed 24 semester hours of college level courses in meteorology, including 6 semester hours of dynamic meteorology, 6 semester hours of analysis & prediction of weather systems (synoptic/mesoscale). If you are interested, submit your package to 190 MSF/DPMA, MSgt. Janet Smith by close of business on 9 January 2005.

Coyote Cafe Menu

Saturday December 4

(Holiday Meal Rate: \$4.50)

Baked Ham
Roast Turkey
Roast Beef
Mashed Potatoes
Parsley Buttered Potatoes
Glazed Sweet Potatoes
Giblet Dressing
Black Eyed Peas
Corn on the Cob
French Green Beans w/ Almonds
Chicken/Turkey Gravy
Salad Bar
Dinner Rolls
Corn Bread
French Apple Pie, Pecan Pie, & Pumpkin Pie

Sunday December 5

Ham w/ Scalloped Potatoes
Turkey Tetrazini
Mixed Vegetables
Broccoli
Breadsticks
Salad Bar
Assorted Breads
French Apple Pie, Pecan Pie, & Pumpkin Pie

Hotel for December

Holidome

190th Chapel Services

Protestant: 0800 - 0830
Latter Day Saints: 1100 - 1130
Catholic: 1345 - 1415

The Base Chapel is located on the 3rd floor of Hangar 662.

Do you have news to share?

The Coyote Log welcomes articles and captioned photos relevant to members and retirees of the 190th ARW. Submissions must be accurate in fact, and will be edited for clarity and length. Articles will be published as space permits.

The deadline for submission is Sunday of the UTA prior to the month the article will be published. Submit articles as e-mail attachments in Microsoft Word format. Photographs must be non-copyrighted prints or 300 dpi or higher TIF or JPG images. Articles and images should be sent to:

coyotelog@kstope.ang.af.mil

The Coyotelog

AF Outstanding Unit - 2000, 1985, 1979



Coyote Log Staff

Col. Gregg Burden

Commander, 190th Air Refueling Wing

Capt. Chris Hill

Community Manager / Editor

2nd Lt. Joe Blubaugh

Chief of Public Affairs / Associate Editor

Tech Sgt. Greg Burnetta

Public Affairs NCOIC

Staff Sgt. John Carter

Public Affairs Admin. Support

190th Multimedia Support Center

Photographic / Graphic Support

190th Information Systems Branch

Printing / Distribution

190th Public Affairs/Coyote Log

Forbes Field (ANG)

5920 SE Coyote Drive

Topeka, KS 66619-5370

coyotelog@kstope.ang.af.mil

POC: Capt. Chris Hill

(785)861-4593

www.kansascoyotes.com

The *Coyote Log*, published monthly, is a US Air Force funded newspaper for members of the U.S. Military Services. Contents of the *Coyote Log* are not necessarily the official view of, or endorsed by, the U.S. Government, the Department of Defense, or the Department of the Air Force. The editorial content is edited, prepared and provided by the 190th ARW Public Affairs Office.

The Monthly Newsletter of the 190th Air Refueling Wing

Vol. 47, No. 3 December 2004

THE COYOTE LOG
190TH ARW
PUBLIC AFFAIRS
FORBES FIELD (ANG)
5920 SE COYOTE DRIVE
TOPEKA, KS 66619-5370
OFFICIAL BUSINESS



FIRST-CLASS
MAIL
US POSTAGE PAID
PERMIT NO. 982
Topeka, KS

To The Coyote Family of